

North Orange County Community College District
BOARD POLICY
Chapter 3
General Institution

BP 3510 Workplace Violence

Reference:

**Cal/OSHA: Labor Code Sections 6300 et seq.;
8 California Code of Regulations Sections 3203;
“Workplace Violence Safety Act of 1994” (Code of Civil Procedure Section 527.8
and Penal Code Sections 273.6)**

- 1.0 The Board of Trustees is committed to providing a District work and learning environment that is free of violence and the threat of violence. The Board of Trustees' priority is the effective handling of critical workplace violence incidents, including those dealing with actual or potential violence.
- 2.0 The Chancellor shall establish a Workplace Violence Prevention Plan that provides a framework for protecting employees from workplace violence, includes procedures for reporting incidents of such violence and protections for employees from retaliation for such reports, and generally meets the requirements of Labor Code Section 6401.9.
- 3.0 As authorized by law, the District may seek a temporary restraining order on behalf of an employee who has suffered unlawful harassment, violence, or a credible threat of violence at the workplace. Such injunctive relief may also be sought by a representative of a collective bargaining unit on behalf of such an employee who is a member of the unit.
- 4.0 Under Education Code Section 87014, if an employee is attacked, assaulted, or menaced by a student, the employee has a duty, and a supervisor of the employee with knowledge of the incident has a duty, to promptly report the same to appropriate law enforcement authorities. Failure to do so is a misdemeanor punishable by fine. Also, any attempt by a member of the Board of Trustees or a District employee (directly or indirectly) to discourage the required reporting is a misdemeanor punishable by fine.

See Administrative Procedure 3510, Workplace Violence.

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